



Family Economic Stability

Corporate Voices for Working Families works with businesses and other organizations to help create a better understanding about the public- and private-sector resources that increase job opportunities, improve financial stability, build assets and enhance productivity for low-wage employees. The overall goal is to help strengthen low-wage working families, create working conditions that are more conducive to their success and promote economic self-sufficiency.

Corporate Voices continues to expand our work on promoting family economic stability by collaborating with businesses, policymakers and other organizations to help increase and enhance supports for America's lower-wage employees.

Our publications and toolkits focusing on family economic stability include:

■ Research

- ▶ ***Innovative Workplace Flexibility Options for Hourly Workers (2009)***: This study examines the benefits of workplace flexibility for hourly workers and employers. The data for this comprehensive report highlight best practices from five companies that have implemented innovative flexibility programs for their hourly workforce.
- ▶ ***Workplace Lactation Toolkit (2009)***: The *Workplace Lactation Toolkit* contains resources for employers on how to support employees with breastfed babies. Breastfeeding is an issue many working mothers face, especially those in hourly and lower-wage positions. The toolkit gives employers the tools they need to reach hourly and lower-wage workers and help them establish workplace lactation programs. It is available in both English and Spanish.
- ▶ ***Workplace Flexibility for Lower-Wage Workers (2006)***: Research shows that, for a variety of reasons, low-wage workers generally have less access to voluntary flexibility than higher-wage workers. But when it is available to them, flexibility can have equal or even more powerful outcomes for the lower-wage population.
- ▶ ***Struggling to Make Ends Meet: Low-Wage Work in America (2004)***: One of the major trends in the American labor market is the increased and increasing numbers of jobs in our economy that are low wage. Between 2002 and 2012, the Labor Department expects the economy to create more than

7.5 million new jobs; however, almost 6 million will be low-wage jobs that require limited education and provide minimal training.

- ▶ ***The Economic Security of Low-Wage Workers: An Analysis of Public Opinion Data (2003)***: This report presents important conclusions and recommendations for the future by analyzing existing public opinion data regarding issues related to the challenges and opportunities facing the low-wage workforce.

■ Toolkits

- ▶ ***Tips and Tools for Managers (2010)***: A comprehensive guide and detailed worksheets for implementing flexibility programs with an hourly and nonexempt workforce.
- ▶ ***Tips and Tools for Employees (2010)***: A comprehensive guide and detailed worksheets to enable employees and employers to benefit from flexible work options.
- ▶ ***Corporate Voices Employer Guide***: Corporate Voices annually releases an employer guide (commonly known as the *EITC Toolkit*) that provides companies with the tools to help employees take advantage of tax credits and other federal benefits available to them. The guide provides detailed information about the Earned Income Tax Credit, Child Tax Credit, Medicaid, the Supplemental Nutrition Assistance Program and other federal benefits.

► **Model Workplace Supports for Lower-Wage Employees (2005):** This toolkit is a resource to help companies make informed decisions about supporting hourly employees with programs that reward their contributions. By implementing these programs, companies demonstrate the importance of hourly employees to the company's success and also help them with financial and family issues that affect their ability to perform optimally on the job.

■ **About Corporate Voices for Working Families**

Corporate Voices for Working Families is the leading national business membership organization representing the private sector on public and corporate policy issues involving working families. A nonprofit, nonpartisan organization formed in 2001, we improve the lives of working families by developing and advancing innovative policies that reflect collaboration among the private sector, government and other stakeholders.

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